



CASHBACK 2020/21

Annual Report



BACKGROUND TO PROGRAMME

Title of Project

Cashback 'Schools of Rugby and
Cashback Community Rugby Programme'

Theme

Sport for Change

Target Group

YOUNG PEOPLE DISADVANTAGED BY:

- Living in areas of deprivation; and
- Being excluded, or at risk of exclusion from school; and
- Being at risk of being involved in antisocial behaviour, offending/re-offending

Age Range

10 – 17 years

Number of Young People project expects to work with

4,500



Summary of Project

Scottish Rugby have identified 17 secondary schools situated in, or taking children from, the most deprived areas of Scotland and will implement our CashBack 'Schools of Rugby & CashBack Community Rugby' programme. In collaboration with local partners, the programme targets young people through referrals & identified groups using rugby as the hook for engagement. The programme aims to provide opportunities to build capacity and confidence whilst developing physical fitness, cognitive skills, physical competencies and personal qualities. We will create participation in positive activities and help youngsters contribute positively to their communities.

The programme involves three school phases & a community phase:

1. RUGBY STARTER PROGRAMME

Children aged 10 – 14

Children from primary 6 through to 3rd year being introduced to rugby in curricular sessions and transitioning into extra-curricular rugby and to experience playing for their school in inter-school competitions. This rugby programme will be led by teachers and coaches based in the secondary school and would be supplemented by senior pupils trained to work with the junior players. The rugby starter programme will have male and female players involved, creating teams at the following levels with players transitioning into the 'Junior Phase' of the 'School of Rugby' curriculum program.

2. JUNIOR PHASE ATTAINMENT THROUGH RUGBY PROGRAMME

Children aged S1 – S3

Young people opt into or are referred to a curricular programme that educates pupils.

3. SENIOR PHASE ATTAINMENT THROUGH RUGBY PROGRAMME

Children aged 15 – 17

Young people will opt into or be referred to the curricular programme.

CASHBACK COMMUNITY RUGBY PROGRAMME

Young people aged 15-24

This will be an 'out of school' project run within the local community and open to young people up to the age of 24 years old. Each 'School of Rugby' will hold four 'CashBack Community Rugby' (CCR) events per year. These events will give young people an opportunity to engage in physical activity through rugby, whilst socialising in a positive environment and becoming upskilled on key educational themes such as tackling anti-social behaviour within the community.

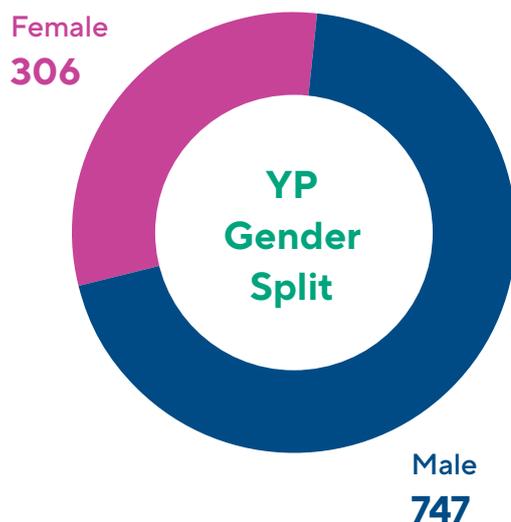
The program will engage with local community Police officers to encourage attendance at our events and in a fun and inclusive social environment, any young persons perceived barriers to participation in a positive activity could be broken down whilst delivering an educational input around social responsibility.

SCHOOL	LOCAL AUTHORITY	CASHBACK SPEND	SPEND PER SCHOOL	YOUNG PEOPLE
Hawick High School (SoR)	Scottish Borders	£31,525	£19,000	120
Castlebrae Community High School	Edinburgh City	£119,130	£20,000	15
Gracemount High School			£8,000	29
Holy Rood RC High School			£8,000	0
Liberton High School			£8,000	36
Wester Hailes Education Centre			£19,800	8
Tynecastle High School			£8,000	15
Levenmouth Academy			Fife	£46,126
Balwearie Academy	£8,000	45		
Braeview Academy	Dundee	£0	£0	0
Alness Academy	Highland	£31,525	£19,000	25
Falkirk High School	Falkirk	£31,525	£19,000	155
Coatbridge High School	North Lanarkshire	£31,525	£19,000	115
St Thomas Aquinas Secondary School (Ghw)	Glasgow City	£63,049	£19,000	118
St Paul's High School			£19,000	118
North West Community Campus	Dumfries & Galloway	£31,525	£19,000	118
Robert Burns Academy	East Ayrshire	£31,525	£19,000	61
Total		£417,455	£251,600	1,053

	ACTUAL	TARGET	VARIANCE
PROJECT ACTIVITY			
12 x School of Rugby Centres @ £18.3k per SoR (covering 17 schools)	£203,600	£203,600	£0
3 x School and Youth Project Officers (Cost of Employment)	£118,013	£118,013	£0
Cashback Kit for Schools @ £1,500 per school per annum x 17	£18,594	£18,594	£0
Travel cost for travel to competitions £3k per school x 17	£48,000	£48,000	£0
Staff Training £5k per annum	£6,048	£6,048	£0
CashBack Community Rugby (CCR) 4 week cycle per quarter x 12 SoRs @ £3.14k	£0	£0	£0
Total Project Activity	£394,255	£394,255	£0
OTHER PROJECT COSTS			
Management and Marketing	£19,500	£19,500	£0
External Evaluation	£3,700	£3,700	£0
Total Other Project Costs	£23,200	£23,200	£0
TOTAL EXPENDITURE	£417,455	£417,455	£0

Throughout the year each School has reported back to us on a quarterly basis reporting on the number of pupils involved and their involvement in the programme.

	Jnr	Snr
Hawick High School (SoR)	69	51
Castlebrae Community High School	10	5
Gracemount High School	27	2
Holy Rood RC High School	0	0
Liberton High School	20	16
Wester Hailes Education Centre	7	1
Tynecastle High School	13	2
Levenmouth Academy	60	15
Balwearie Academy	15	30
Braeview Academy	0	0
Alness Academy	18	7
Falkirk High School	134	21
Coatbridge High School	65	50
St Thomas Aquinas Secondary School (Glw)	118	0
St Paul's High School	92	26
North West Community Campus	82	36
Robert Burns Academy	44	17



OUTCOMES

Scottish Rugby selected six Cashback for Communities outcomes from the logic model:

1

YOUNG PEOPLE BUILD THEIR CONFIDENCE AND RESILIENCE, BENEFIT FROM STRENGTHENED SUPPORT NETWORKS & REDUCE RISK TAKING BEHAVIOUR

2

YOUNG PEOPLE DEVELOP THEIR PHYSICAL AND PERSONAL SKILLS NETWORKS

3

YOUNG PEOPLE'S HEALTH AND WELL-BEING IMPROVES

4

YOUNG PEOPLE PARTICIPATE IN ACTIVITY WHICH IMPROVES THEIR LEARNING, EMPLOYABILITY AND EMPLOYMENT OPTIONS (POSITIVE DESTINATIONS)

5

YOUNG PEOPLE CONTRIBUTE POSITIVELY TO THEIR COMMUNITIES

6

YOUNG PEOPLE ARE DIVERTED FROM CRIMINAL BEHAVIOUR OR INVOLVEMENT WITH THE CRIMINAL JUSTICE SYSTEM

PROGRAMME IMPACT

The CashBack Schools of Rugby – Sports for Change & CashBack Community Rugby programme aims to work with 1,850 young people aged 10-24. Although planned delivery in Year 1 has been impacted by the COVID-19 pandemic, the programme has been delivered within 16 of the 17 identified schools with a specific focus on delivering Outcomes 1 to 5.

This section describes the impact of the Year 1 programme on participating pupils. The data in this section is taken from self-evaluation questionnaires completed by senior pupils.



OUTCOME 1

Young people build their confidence and resilience, benefit from strengthened support networks & reduce risk taking behaviour.

- 94% of YP reported an increase in confidence
- 97% of YP reported they were able to do more things
- 100% of YP reported that they felt more resilient
- 100% of YP reported positive changes in their behaviour

Most young people (94%) said that, as a result of taking part in the School of Rugby programme, their confidence had increased – well exceeding the 80% target. To assess the ways in which young people had become more confident they were also asked to agree or disagree with a range of statements. As Fig 2.1 demonstrates, improvements to confidence were experienced by young people in a variety of ways – on and off the pitch.

Almost all young people indicated that they now feel more able to do new things (see Fig 2.3).

Fig 2.1: Young people report their confidence increasing

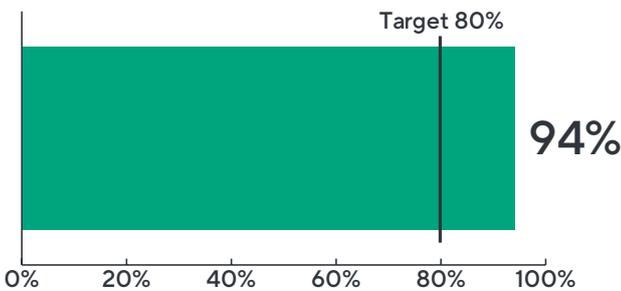


Fig 2.3: Young people feel able to do new things

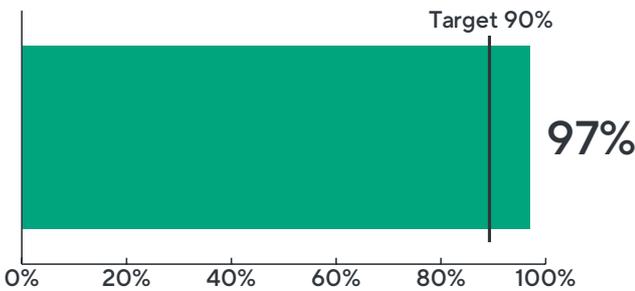
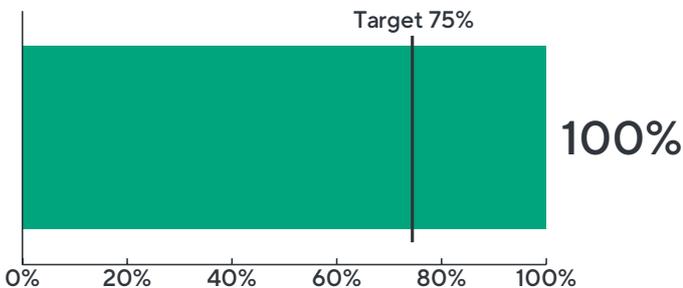


Fig 2.4: Young people feel more resilient



“Pupil A confidence has come a long way since joining the programme in August and becoming a part of the rugby squad. Every lunch time I am with him, rugby is all he talks about, which I think is great and shows how much he is enjoying it.”

STAKEHOLDER

“Setting myself goals with this fitness course and being able to complete them has just boosted my confidence and inspired me to make other goals.”

YOUNG PERSON

“It gives me something to thrive in and I could say that’s what I am good at.”

YOUNG PERSON

“Pupil A has grown in confidence.....it has been great to know he is mixing with other young people out with the school...”

STAKEHOLDER

OUTCOME 2

Young people develop their physical and personal skills

All of the pupils within the School of Rugby confirmed that they have been able to add new skill or develop existing skills as a result of taking part in the programme. During the interviews, young people reported improved skills across a range of areas connected to work, communication and skills related to rugby itself.

- 100% of YP reported their skills are increasing
- 98% of YP reported their communication skills have improved
- 98% of YP reported their physical condition has improved
- 87% of YP reported that they felt more confident coaching younger pupils

Fig 2.10: Young people report their skills are increasing

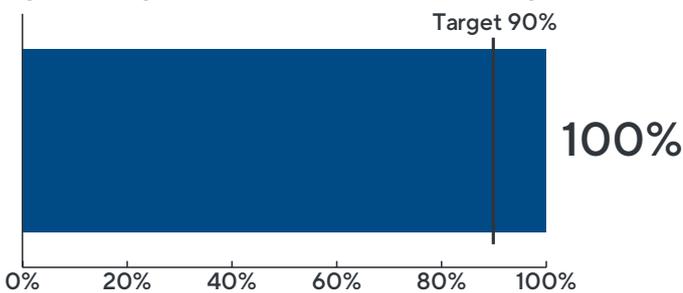
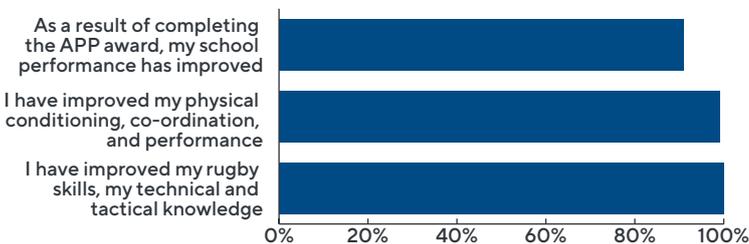


Fig 2.13: Improved skills in the Aspiring Performance Programme - % of young people responding positively



Those pupils who had taken part in the 'Aspiring Performance Programme' – a separate, raised attainment award covering the theory and practical elements of performance in sport. 91% of pupils reported that as a result of participating within the award, their school performance had improved (Fig 2.13).

"Pupil A can now work effectively within different teams. At the start of the year she sometimes found it difficult to work with people she wasn't familiar with. She now volunteers to be a team leader and enjoys explaining the rules and tactics to members of her team. Through the different teamwork drills and games, Pupil A has developed the ability to trust others."

STAKEHOLDER

"The programme has been a great experience and has really enhanced and developed my rugby skills, my view in rugby and my personal fitness."

YOUNG PERSON

"I rally up my teammates at breaktime to communicate to them that we have training. I'll also go around their classes and email them as well, just so they know and so they are prepared for the session. This makes me feel a lot more confident, that I've been given a big responsibility, it's also helped me mature into who I am."

YOUNG PERSON

OUTCOME 3

Young people’s health and well-being improves

All young people reported feeling more positively against at least one of the SHANARRI wellbeing indicators (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included). Seniors pupils were also asked an additional question relating specifically to the impact of the programme on their mental health. The responses to this are shown in Fig 2.16.

- 100% of YP in Year 1 reported an increase of feelings against SHANARRI indicators
- 93% of YP in Year 1 reported that their mental health has improved
- 99% of YP in Year 1 reported that they feel more healthier
- 100% of YP in Year 1 reported that they are more active

Fig 2.14: Young people report increases in feelings against SHANARRI indicators

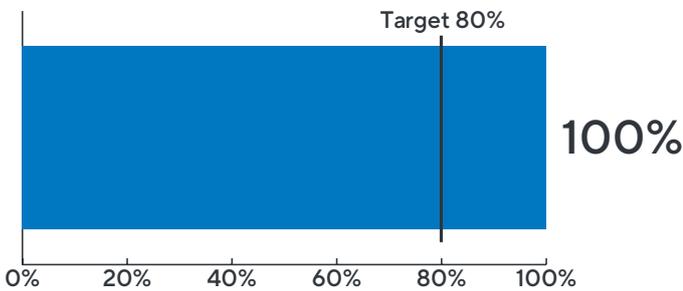
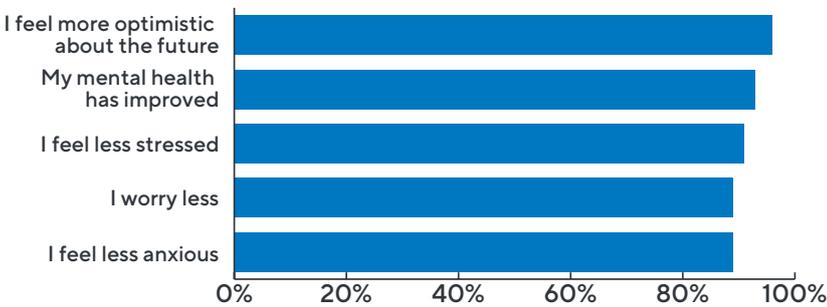


Fig 2.16: Improved mental health - % of young people responding positively



“It has allowed me to stay calm in situations I might not have been able to do before hand, playing rugby is my happy place to forget everything for a bit.”

YOUNG PERSON

“School of Rugby really helps me feel part of a positive group.”

YOUNG PERSON

“It’s been helping with my asthma and health in general...I feel like I have more energy and using it properly...not just sitting at home and playing video games.”

YOUNG PERSON

“School of Rugby helps when I’m feeling anxious and down.”

YOUNG PERSON

OUTCOME 4

Young people participate in activity which improves their learning, employability and employment options (positive destinations)

- 99% of YP have achieved a positive destination
- 98% of YP reported that they intend to go into further education or employment
- 76% of YP reported that they had joined a local rugby club

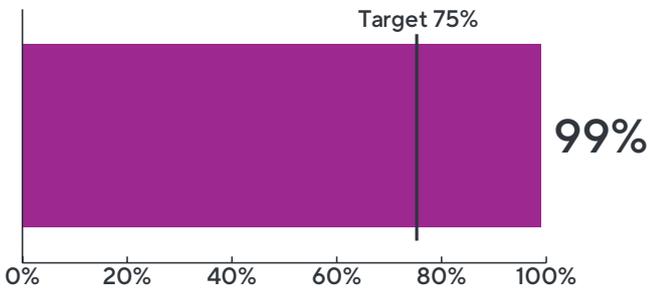
RugbyAmbassadorsAward (Education Through CashBack) SCQF Level 4&5
23 YP



Aspiring Performers Programme
 SCQF Level 4,5 & 6
128 YP

Almost all young people (99% of respondents) indicated progress towards a positive destination. To measure this indicator, young people were asked to agree or disagree with a range of statements about the programme’s influence on their progress or intention to progress towards positive destinations (see Fig 2.18). A couple of respondents indicated in comments that they had planned to join a rugby club but had so far been prevented by COVID-19 restrictions.

Fig 2.17: Young People achieve a positive destination



“Pupil A has notched up over 200 Volunteering Hours through coaching and volunteering and has achieved an award through the ‘My World of Work’ scheme as a result of this. It’s has been great having Pupil A as part of the coaching group. We have seen her develop both a coach and as a person. Whilst we have been under some restrictions, Pupil A has also helped organise some online/virtual Community Events as part of the Rugby Ambassadors Award.”

STAKEHOLDER

“Due to the delivery content and style, I foresee many of the CashBack SoR pupils moving onto gain qualifications in P.E such as Higher and Advanced Higher. Their rugby will be at the heart of their success!”

YOUNG PERSON

OUTCOME 5

Young people contribute positively to their communities

- 87% of YP reported that they have a heightened sense of belonging to a community
- 77% of YP reported that their perception of their neighbourhood has positively changed

More than three-quarters of young people (77%) said that taking part in the programme had positively changed their perception of their own neighbourhood – exceeding the target of 60%. Young people’s sense of belonging to a community was also positively impacted by the programme, with most young people indicating they feel closer to their school community.

Fig 2.19: Participants’ perception of their neighbourhood improves

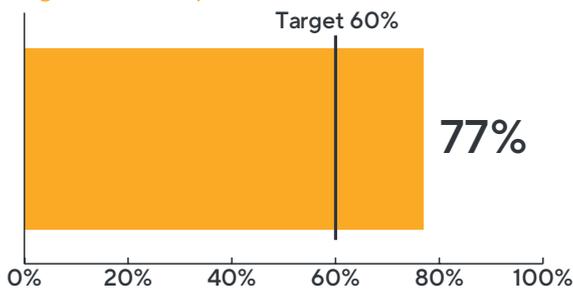
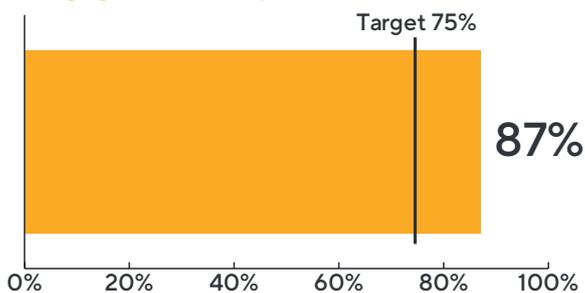


Fig 2.21: Participants have a heightened sense of belonging to a community



“I feel that the rugby pupils look after one another.”

YOUNG PERSON

“Lockdown wasn’t easy but what I learned from the School of Rugby has helped me stay OK. I was so pleased to be asked to be a Rugby Ambassadors which has now give me a chance to help others as I was helped.”

YOUNG PERSON

“I have made lots of proper friends with the ‘School of Rugby’ and feel that these will be my friends for life.”

YOUNG PERSON

Almost all young people reported that their contribution/links to the community or social interaction had improved through School of Rugby. Asked to provide examples of their charitable activities in the community, young people mentioned general fundraising, as well as specific organising specific fundraising events for local hospices and foodbanks.

SCHOOL OF RUGBY AND THE PANDEMIC

Given the impact of the COVID-19 pandemic and the resulting alterations to the delivery of the programme in this school year, young people were also asked specific questions about how these changes had affected them. This section explores the responses to these questions.

Most young people (92%) indicated that being part of School of Rugby has provided a consistent source of support to them during the pandemic. Additionally, more young people felt supported by delivery staff, including teachers, coaches, and development officers and a significant number drew support from their fellow participants (see Fig 3.1).

Fig 3.1: Have you felt supported by the School of Rugby through the pandemic?

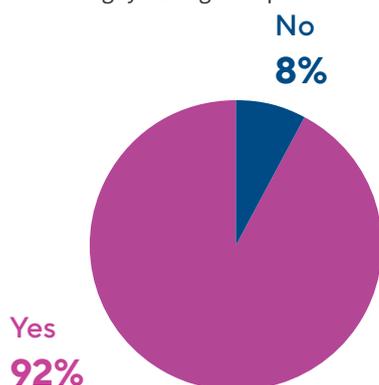
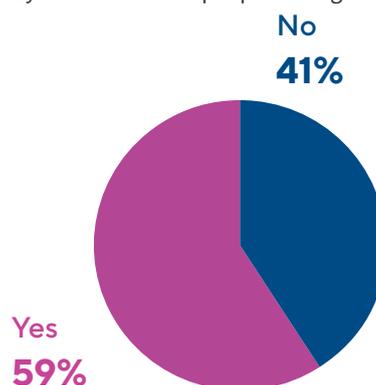


Fig 3.4: Do you think being part of SoR has helped you to stay connected with people during the pandemic?



Those that said they had been able to access other forms of support were also asked to provide examples of this. Most comments referenced the E Learning Mental Wellbeing course, available on the Scottish Rugby website. A couple of other comments said that (unspecified) materials shared during MS teams sessions had been helpful.

In addition to the E Learning course already mentioned, common examples given included: enabling people to see and speak to their friends regularly (even in lockdown through online sessions); sessions providing something to look forward to; and having rugby as a positive focus while other parts of life were hard.

These findings are reinforced by responses to another question, which demonstrate that most young people credit the programme with helping to keep them connected with other people during the pandemic (See Fig 3.4).

Asked which aspects of School of Rugby had helped to maintain their physical health, young people predominantly commented on the fitness videos and workouts shared during online sessions. Based on responses these provided useful in terms of content but also as a strong motivator for a significant number of young people. A few young people also spoke about wishing to keep fit and active with a view to being ready once in person rugby sessions began again.

WHAT WORKED WELL ABOUT ONLINE DELIVERY?

Young people were asked to comment on what they thought had worked well about online delivery of School of Rugby during lockdown. Some young people commented that organisation of the sessions had been good in general and that they had enjoyed it based on the positive impacts described above. Other positives given included:

- The Mark Bennett workshop
- The Aspiring Performers Programme fitness sessions
- Tackling Nutrition and Health Eating
- The Concussion Awareness Workshop
- Reducing Risk Taking Behaviours – Road Safety Workshop with Scottish Fire and Rescue
- The Rugby Ambassadors Award (ETC workshops)

WHAT THE SCHOOLS ARE SAYING?

'School of Rugby' pupil impact – St Thomas Aquinas Secondary School (Glw)

Pupil A is a 1st year pupil at the school and has struggled to settle in after she missed a huge amount of transition experiences due to Covid-19. She was unsettled in classes and was displaying negative behaviour across the school. Pupil A is a looked after pupil and struggled to make positive relationships with adults when she joined St Thomas Aquinas. She finds it difficult to make friends with her peers and has a lot of support in the school, especially from her pastoral care teacher, year head and our PT of nurture. She is also part of the Nurture programme in the school.

The SOR has had a huge positive impact on her since she started the programme. She attends rugby every week – is on time and keen to get involved with everything! Her pastoral care teacher says that she loves coming to the PE department and SOR. Pupil A has built great relationships with the PE department, especially with me as the girls rugby leader and talks about rugby with teachers across the school. This has helped her to start building relationships with other members of staff across the school.

Pupil A has made friends with other girls in the SOR which has benefited her positively across the school with other teachers noticing that this has improved her engagement in academic classes. Pupil A has recently put herself forward as a candidate for S1 captain, this demonstrates the confidence that she has gained from attending SOR.

Sophie Igoe – P.E Teacher / Rugby Lead, St Thomas Aquinas Secondary School (Glw)

CashBack Community Rugby Event – Hawick HS / RFC

"Hawick HS / RFC were due to host their 'CashBack Community Rugby' event but because of the pandemic and restrictions that were in place, we had to rethink the event. The school, players and the club recognised the work that the Salvation Army were doing throughout lockdown, providing over 463 food parcels to the local community and town throughout the pandemic.

The CashBack SoR players and Rugby Ambassadors decided to try and help out the charity with their efforts and so, the CashBack Community Rugby 'Sleep Out' was born. The event tried to encourage all players, staff, family members, volunteers and the wider rugby community to take part in a Sleep Out and the rules were simple, no beds allowed and to try and make a small donation if they could.

Over 35 players from the CashBack SoR programme and over 100 people from the wider community took part in the event, which was huge success, raising over £1,600 for the Salvation Army, £1,100 over the original target. The event really encouraged the players and wider rugby committee to get behind a local charity which has such a huge impact within the community throughout the pandemic. With family members and community volunteers also supporting the players in their efforts, the event has also helped strengthen support networks and the funds raised has enabled the charity to continue their works within the local community.

David Cowan – Hawick RFC/HS Community Development Officer

Young Persons Engagement – Department of Additional Support

“Pupil A had a difficult time at Primary school, being removed from three different primary schools before progressing onto Levenmouth Academy. Unfortunately, Pupil A also suffered from regular bullying and consequentially lacked confidence in larger groups, struggling to positively interact with other pupils in classroom-based lessons. This has led to poor behaviour in class, resulting in Pupil A being removed from some curricular lessons. Due to his inability to manage in mainstream classes, Pupil A was encouraged to engage within the CashBack ‘School of Rugby’ programme.

Since joining the SoR programme, Pupil A’s confidence and self-esteem has really developed, and he’s said he really enjoys the programme and that it gives him a reason to attend school. Subsequently, Pupil A’s attendance has increased as has his engagement with learning. The alternative delivery style and 1v1 support the rugby lead and programme has offered has allowed him to develop non-rugby related skills such as problem solving and understanding of health & wellbeing”.

Head of the DAS Department, Mrs McAllister, Levenmouth Academy

CashBack Rugby Ambassadors Award – Edinburgh Harlequins (Liberton HS, Gracemount HS, HolyRood HS and Castlebrae CHS)

As part of the senior phase ‘School of Rugby’ programme, this year saw the launch of the Cashback ‘Rugby Ambassador Award’ (RAA); a senior phase coaching and volunteering programme ran in partnership with Scottish Sports Futures and Education Through CashBack. The award allows the pupils to receive up to 7 x SCQF accredited modules at Level 4 or 5 in areas such as ‘Mental Health and Wellbeing in Sport’ and ‘Working with Young Children in Sport’. The ambassadors also received the opportunity to volunteer and coach within the junior phase programme of their respective ‘Schools of Rugby’.

“For those that signed up to the Rugby Ambassadors Award, we wanted to make sure that the programme was bespoke for them and that we were able to relate it to their desired career paths. This included us working with school staff to discuss various options. Through these discussions it was clear that 1 pupil wanted to pursue a career in sports coaching so in early 2021, the opportunity came up to recruit for 2 Modern Apprentice positions to support the CashBack programme. Pupil A from Liberton High School was successful in obtaining 1 of these posts and now has a 3 - year development plan starting with her SVQ Level 3 in Leisure Management. Through the MA programme, the Rugby Ambassadors Award and the opportunities afforded by the CashBack programme, pupil A has already been leading primary school sessions and has been assisting at some Junior Phase sessions at different Cashback Partner Schools. Pupil A has also received the ETC accredited learning modules and completing the Mental Wellbeing E Learning course through Scottish Rugby”.

Eric Jones – Rugby Development Manager – Edinburgh Harlequins



CASHBACK AND SOCIAL MEDIA

SSF @SSF_2000 · Mar 29
 ★ Delivery Spotlight ★

Huge well done to the East Regions Rugby @CashBackScot Ambassadors completing their #ETC Working with Young People in Sport Module last week!

Amazing to be a part of the programme.

#Cashbackpartners

@CashBackScot @Scotlandteam



2 replies, 10 likes

Hawick Community Rugby @CommunityHRFC · Mar 31
 SORJ 23 @CashBackScot SOR Players' from @HawickRFC @hkwands @HawickHS took part in a Young Driver Road Safety presentation from @scotfire_MELSB highlighting how to stay safe and avoid risks out on the road!

Thank you to @StuartWHOGG_ for dropping in and sharing his experience.



You and 8 others, 9 replies, 14 likes

CashBack4Communities @CashBackScot · May 17
 Brilliant to see a CashBack School of Rugby supporting their community and trying to make a difference. Dressed smartly for the occasion too! Well done all @HawickU18s @hkwands #HawickYouthRugby @theBSCprogramme

HawickYouthRugby @hkwands · May 16
 Giving a little back. Hawick U15s, 16s & 18s out today helping with a couple of community projects as part of the towns big clean up. Huge thanks to all the players and committee who were able to attend. @CashBackScot @kieran1cooney @HawickU18s @hkwands #HawickYouthRugby



3 replies, 8 likes

StPauls_PE @StPaulsPhysEd · Apr 22
 Our Senior School of Rugby pupils completing their Aspiring Performers Programme in the sun earlier this week @CashBackScot @GlasgowRugbyDev



3 replies, 6 retweets, 31 likes

Duncan McKinstry @d_mckinstry · Dec 18, 2020
 School of Rugby Transition Case Study | @FalkirkHigh

Despite the restrictions which have been imposed due to COVID-19, the FHS School of Rugby programme has seen a sharp rise in kids joining the club game with @kelpiesrugby since August 2020.

Find out why below
[Show this thread](#)



CONCLUSION

Year 1 of Phase 5 of the CashBack programme has proven to be one of the most taxing years we have ever faced in sport. The global Coronavirus pandemic has taken its toll on all areas of day-to-day life including people’s ability to take part in sport. Rugby, due to the nature of the sport being a full contact sport, was particularly badly hit on participation, with no competitive rugby being able to take place during the 20/21 season.

The impact on the CashBack Schools of Rugby programme was that the schools were unable to participate in match play to the expected level in a normal year. When the Scottish Government conditions allowed, the schools were able to undertake some of the practical elements of the programme, however our focus turned to the off-field elements of that could be delivered such as our raised attainment awards for senior phase pupils; The Aspiring Performers Programme and Rugby Ambassadors Award. The Scottish Rugby Partnership Officers adapted the educational sections of the programme so that they could be delivered in an on-line environment. What we have learnt from this experience is that there are other non-rugby specific subjects that we have been able to add into this year’s programme that do support us reaching 6 outcomes targets of the programme. We intend to continue using what we have added to the programme throughout phase 5.

The most disappointing impact on this year’s delivery of the programme was that we have been unable to engage fully with our communities that we were intending to deliver the CashBack Community Rugby (CCR) to. The Partnership Officers have worked with both the schools and the clubs that would have been involved in the CCR to see what they could do to support their communities as can be seen from the case studies above.

We expect year 2 to create some further challenges for the programme, however we start the year with a more positive outlook compared to where we found ourselves at this point in year 1.

It is normally at this point in our annual report that we take the opportunity to thank all the people that have been involved in the deliver of our CashBack Schools of Rugby programme. This year our thanks are more heartfelt than ever before. I am pleased to say that we are extremely proud of our CashBack team here at Scottish Rugby, Kieran Cooney, Stewart Ross and Callum Harris, that have adapted so well to be able to continue to deliver the programme. We would also like to show our appreciation to Development Officers, the Schools and Clubs that worked so hard to deliver what they could. We also would like to thank Arran Dewar and the team at Inspiring Scotland for the support, understanding and flexibility they have shown us during such a difficult time. We are very happy to have Ailidh Hood, our regional manager for Glasgow North back from furlough, raring to push no with our programme in year 2.

Ken Muir
Head of Business Development and Support



SCOTTISH RUGBY

BT MURRAYFIELD EDINBURGH EH12 5PJ | 0131 346 5000 | scottishrugby.org